



March 19, 2020

Carolyn G. Goodman
Mayor, City of Las Vegas
officeofthemayor@lasvegasnevada.gov

Rapid Response Department
detrinfo@detr.nv.gov

Re: WARN Act Notice – Oyo Hotel & Casino

To Whom It May Concern:

The escalating COVID-19 public health crisis continues to have a profound and sustained impact on the global economy and has created unprecedented challenges for the lodging industry. The COVID-19 pandemic has caused our hotel to suffer an enormous loss of business, resulting in the loss of work opportunities, temporary layoffs, and possible temporary closing of our hotel.

We do not believe that the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§ 2101-09 (the "WARN Act") is applicable to this situation. However, out of an abundance of caution, Highgate Hotels, L.P., as the employer of the employees at Oyo Hotel & Casino ("Hotel"), 115 E Tropicana Ave, Las Vegas, NV 89109 is providing this notice to comply with any obligations it may have under the WARN Act.

The actions being taken by the Hotel were caused by COVID-19-related business circumstances that were not reasonably foreseeable as of the time that notice would have been required. As you are probably aware, the COVID-19 pandemic prompted numerous restrictions on travel and group meetings. This led to the recent cancelation of most guest reservations and other anticipated Hotel business for the next two to three months. We are providing this notice at the earliest possible time in light of rapidly changing developments.

Affected employees have been or will be placed on temporary layoff status effective during the 14-day period beginning March 16 and ending March 30. No bumping rights exist. No employees are represented by a union.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.

Please contact me at 702-597-6012 or tkuykendall@oyolasvegas.com if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "TK" followed by a long horizontal stroke.

Tim Kuykendall, General Manager

Enclosure (1)

Job Title Description	Total Count Position
ACCOUNTING CLERK	1
A/P CLERK	1
Assistant Casino Shift Manager	3
ASST. LEAD SLOT TECHNICIAN	1
ASST. SLOT SHIFT SUPERVISOR	3
AUDIT SUPERVISOR	3
BARTENDER ASST LOBBY BAR	7
BARTENDER ASST UNDERGROUND	2
BARTENDER UNDERGROUND	2
BEVERAGE MANAGER - HOURLY	1
CAGE CASHIER	9
CAGE SENIOR SUPERVISOR	4
CASINO SHIFT MANAGER	1
COUNT ROOM ATTND.	4
CRAPS DEALER-FT	2
CUSTOMER SERVICE REP	1
DIRECTOR OF FOOD AND BEVERAGE	1
DIRECTOR OF SLOT OPERATIONS	1
DIRECTOR OF SURVEILLANCE	1
DIRECTOR OF TEAM MEMBER & COMM RELATIONS	1
EDR CHEF/SOUS - SALARIED	1
EXECUTIVE DIRECTOR OF CASINO OPERATIONS	1
EXECUTIVE STEWARD	1
F&B SALES MANAGER	1
F&B HOURLY SUPV-10 HR.	1
FDR COOK II	4
FDR COOK III	4
FOOD & BEVERAGE MANAGER	3
FOOD & BEVERAGE SUPERVISOR HRL	1
GAMING MANAGER ON DUTY	1
GM OF BEVERAGE	1
HOOTERS BARTENDER ASST	6
HOOTERS COOK II	21
HOOTERS COOKS ASSISTANT	5
HOOTERS GENERAL MANAGER	1
HOOTERS GIRL AT THE DOOR -HOSTESS	19
HOOTERS GIRL BEHIND THE BAR	2
HOOTERS GIRL ON THE REST FLOOR- SERVER	49
HOOTERS KITCHEN CLEANING CREW	4
HOOTERS RESTAURANT MANAGER	2
HOOTERS SERVER ASST-FOOD RUNNR	9
HOTEL OPERATIONS MANAGER	1
HOUSEKEEPING ASST. MGR.	1
HOUSEKEEPING MANAGER	1
HR RECRUITING & TRAINING SPECIALIST	1
HR REPRESENTATIVE	1
HR SCHEDULING COORDINATOR	1
IT COMPUTER ENGINEER	1
KITCHEN F&B HOURLY SUPV-10HR	3
LEAD ASST. BARTENDER	1
LEAD COOK - HOTBH	2

LEAD COOK - SnS	1
LOBBY BARTENDER	4
MARKETING BRAND & CONTENT MANAGER	1
MARKETING CASINO DATABASE MANAGER	1
MULTI-GAME DEALER FT	67
OYO Cocktail Server - CASINO FLOOR	11
OYO DEALER	13
PAINTER	1
Pool Bar Assistant/Attendant	1
POOL BARTENDER	2
POOL BEVERAGE SERVER	7
POOL FLARE BARTENDER	5
POOL SUPERVISOR - HRLY	1
PURCHASING CLERK	1
RECEIVING CLERK	2
REVENUE ANALYST	1
RISK & SAFETY MANAGER	1
SECURITY MANAGER	3
SECURITY OFFICER	26
SECURITY SUPERVISOR	3
SHOWROOM BEVERAGE SERVER	1
SLOT SHIFT SUPERVISOR	3
SLOT TECH MANAGER-Salaried	1
SLOT TECHNICIAN	1
SLOTS FLOORPERSON	2
SnS Kitchen Manager	1
SOUS CHEF	1
SOUTHSIDE EATERY BARISTA/CASHIER/ATTENDANT	10
SOUTHSIDE EATERY F/B SUPERVISOR	1
SR. SALES MANAGER	1
STEAK N SHAKE COOK	14
STEAK N SHAKE DISHWASHER/STEWARD	3
STEAK N SHAKE GENERAL MANAGER	1
STEAK N SHAKE HOST	5
STEAK N SHAKE MANAGER	2
STEAK N SHAKE SERVER	11
SURVEILLANCE AGENT - FT	7
SURVEILLANCE AGENT-TECH FT	1
TABLE GAMES FLOOR SUPV H - FT	10
UNDERGROUND SERVER	5